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Mission

Barbados Council for the Disabled is the Non-Governmental umbrella body partnering with all sectors of the community and international agencies to effect change and champion the rights of all persons with disabilities, ensuring their full and effective integration into society.

1. PRESIDENT'S INTRODUCTION TO ANNUAL REPORTS

As I complete four years of service on behalf of persons with disabilities which you, the members of the Barbados Council for the Disabled asked of me, I leave my role as President with a sense of satisfaction as well as concern.

I was asked by you to continue to strengthen the groundwork which was slowly being achieved and which my successors were also asked to do. I took this confidence placed in me very seriously as I knew only too well the important contributions made by Mr. Peter Serieux, Mr. Clevedon Mayers and Mrs. Boneta Phillips, not for one minute forgetting the efforts of the Presidents that went before them.

As most of you would know my sojourn working on behalf of people with disabilities started long before I became President. As a matter of fact, my direct relationship with the Council began to unfold when I actively got involved in lobbying the then Government and Minister, Mr. Hamilton Lashley to try to secure the present facility we now know as Harambee House. When I come face to face daily with the numerous activities around Harambee House that involve our members, I feel justified in having played a significant role in helping to obtain the building.

Ever since then my interest in the work of the Council grew and in 2008 when I was given the opportunity to serve you, I took on the challenge knowing that I was being afforded the opportunity to achieve further growth towards the work being done on behalf of people with disabilities. I was fortunate to have a number of the Council's members serving alongside me who I have to say a tremendous Thank You. As a matter of fact, it soon became clear to me that I was blessed with some directors who gave selflessly of their time without asking for any fanfare except to contribute positively and in unison with the goals of the Council.

For the four years of my tenure as President, I was also blessed with a passionately committed staff. I have consistently commented that I am only as good as the persons who work with me. There was no end to the efficiency and commitment in getting the job done in the most professional manner as demonstrated by the staff. From the beginning I made it clear that I was not one for a lot of talk and meetings; I have headed many organizations and my policy has been not to micro manage, to give staff the opportunity to function free of and free from fear in making decisions. I wanted to empower the staff to develop and strengthen the work that I know would have been conceptualized by their knowing and identifying the needs of the constituents we represent. My philosophy has been and remains this 'I am only as good as the staff that I lead and believe me they made me look GOOD.'

As a result of this well placed faith in the staff of the BCD some major projects and programmes began to materialize.

To Name a Few.

Disaster Emergency Management Training for First Responders – With the Council being represented on the Vulnerable Committee, the staff recognized that sensitivity training should be given to the persons whose job is to respond to emergency situations. As a result a training module was designed and this begun a series of Training all conducted by persons with disabilities themselves. This type of training is now beginning to expand and I am happy to see the National Disabilities Unit recognizing its importance and are beginning to offer it as well.

CBR – Community Based Rehabilitation has been talked about and planned for years as it relates to people with disabilities. When I first came to the Council we were offering a part time therapy service to some of our members; however one of my first chores was to meet with the Ministry of Health (MOH) officials, Mr. Grantley Sealy and Dr. Arthur Phillips who indicated the need for the Council to examine a joint million dollar CBR project with the MOH. Having discovered that Boneta Phillips had held previous discussions with the MOH on a similar project, I immediately asked Mrs. Phillips to head the CBR Advisory Committee. This was an opportunity of a lifetime for the Council and the community of persons with disabilities as Dr. Phillips remarked during his address to our members. Unfortunately, after lengthy delays the funding for the project was eventually denied. This has been one of my most disappointing periods as President.

DISABILITY AWARENES DAY (DAD) – Having been conceptualized by the BCD Staff prior to my first year as President, I am extremely pleased at the initiatives that have been developed over the last 4 years. From the promotion of the “DAD Pal” system in schools, the awareness “DAD Benches” sponsored by UNICEF and this year with an “Accessible School Makeover” Project sponsored by SIGNIA. I am pleased to say that I leave the DAD programme in the hands of a committed and visionary staff that will only ensure that it grows from strength to strength.

Fully Accessible Barbados (FAB) – The concept of the FAB programme, another visionary idea, was at a point where it would continue to be stagnated if it had continued on the path it was going. With the approval of the Board the staff revisited the implementation and as a result a successful FAB Awards Ceremony was held to begin the promotion of FAB. To have been given an opportunity to present FAB at the Caribbean Tourism Organisation Conference and Caribbean Member Countries requesting our Blue Print for implementation in their countries says a lot for FAB’s progress. I am satisfied that now we have finally gotten the Ministry of Tourism on board, Fully Accessible Barbados will continue to successfully be the programme it was intended to be.

UNFPA Sexual Reproductive Health Programme – Another important programme that gives me great satisfaction. Not only are the important issues being dealt with at last for our young people with disabilities; but this programme has empowered a person with a disability, Mrs. Rose Ann Foster Vaughan to lead the fight.

I am pleased that I have been able to offer my guidance in the establishing of this programme and I know that it will continue to grow in the capable hands of the BCD staff.

Member of Conference of State Parties to the UN Convention on the Rights of Persons with Disabilities – It was my privilege to have submitted the request for membership status for the Council to the UN Conference of State Parties. I felt that it was time that the Council began a more participatory role than just observer status. Three of the four persons who attended the Conference this year included a BCD Director, two staff members and a young person with a disability. I anticipate that the BCD's international input will eventually grow as more persons with disabilities are given these opportunities to have their voices heard.

It is impossible for me to touch on all the initiatives to improve the lives of people with disabilities that I have had the honour to lead during my four years as President. The record has been documented in previous Annual Reports and a comprehensive 2010 Report follows my Introduction.

But if you allow me the time I would like to address a few of the matters that I feel should attract the attention of those who will have the responsibility of guiding as well as charting...and please note I have deliberately used the words guiding and charting the destiny of this organization over the next two years. I would like to deal with them individually.

These are the challenges that the Council will take into the immediate and distant future:

FINANCE IN A RECESSION:

The economic environment in which we have found ourselves is rife with obstacles that can see well laid plans aborted if they are not managed well. The current difficulties that our Government is facing has caused a reduction in our disbursement but we must not panic, we must work and develop finance planning strategies, for we have a responsibility to ensure that PWD are not disadvantaged and that we maintain the means to ensure that we can assist when needed. This is our commitment and we must make sure that we keep it regardless of the circumstances.

SUSTAINABLE PROJECTS:

We the disabled must recognize the importance of coming together in a manner that does not reflect selfishness but in a way that opens doors for all of us; we must work together to develop projects that are sustainable and goes beyond the boundaries of only satisfying immediate needs, we must seek to plan to incorporate all persons with disabilities. We must work to ensure that job opportunities are real and not just imaginary dreams. Getting a job is not a dream it is a right, if we prepare ourselves we should not be hanging around hoping that some company eases open a door to our future. We the disabled have the right to demand that we are treated fairly and

free from discrimination, a sort that is worst than racial than any other sort of discrimination.

BE AN ECHOED VOICE FOR THE DISABLED:

Persons with disabilities must recognize that they must be the voice for the disabled; we must develop a level of togetherness that ensures that we speak with a common voice. Whether it is to government, businessmen and women or financiers, we must work towards a common goal and that is through advocacy and persistence ensure that doors are opened for us to achieve our dreams. We must let the world know that we are parents and important and competent builders of our nation and once and for all dispense the feeling that we are takers and a burden to society. We are equal and must be treated as equals.

TOGETHERNESS:

My fervent prayers is this and believe me I have been blessed by God to have been accorded the privilege to have resided in both worlds, try to stop this foolishness that we are two separate communities. The able and disabled live in one world, we interact, we love we have able children, our husbands and children love us, why are we trying to set up two worlds; let us join together for the common good. Disabled persons are blessed with sharp and analytical minds; do not reduce us to fall into the category of being different. Able persons have the right to embrace the disabled as sisters and brothers, let's do it Council for the Disabled. Let us be the light that shines through the darkness of unwanted prejudice. Let us embrace each other, fight for each other whether able or disabled.

I will end by saying the difficulty of keeping the Council in an accountable and relevant organization in a harsh economic environment was matched only by my own personal health challenges which I had to face during this past year. I became the bearer of the title "genuinely disabled", as I was previously referred to as "able-bodied". This transition is to say the least a life changing one, but it has convinced me that even though no one can understand what a person with a disability feels, I have grown to understand what kindness and genuine caring is, thank you Council for the Disabled for your genuine concern and your much needed donation to my medical bills I will never forget this act of selflessness.

The motto I had at the beginning of my term as President of the Council was...

"WE WILL, BECAUSE WE CAN". I now leave you with another "I DID, BECAUSE I KNEW I COULD".

**We Will, Because We Can
I Did, Because I Knew I Could**

David 'joey' Harper
President

2. ORGANIZATIONAL STRUCTURE

The first ever World Report on disability, produced jointly by WHO and the World Bank and recently launched, suggests that more than a billion people in the world today experience disability. This pioneering World report on disability will make a significant contribution to implementation of the Convention on the Rights of Persons with Disabilities. The report is set to become a "must have" resource for policy-makers, service providers, professionals, and advocates for people with disabilities and their families.

People with disabilities have generally poorer health, lower education achievements, fewer economic opportunities and higher rates of poverty than people without disabilities. This is largely due to the lack of services available to them and the many obstacles they face in their everyday lives.

Achieving access to these services is the goal of the Council's Fully Accessible Barbados Programme.

With representatives from the National Disabilities Unit, the Ministry of Health and the Ministry of Education on its board, the BCD will continue to encourage these Ministries to work together with us in a collaborative environment so that our common goals are served; and that together we ensure that society is aware of the important contributions people with disabilities can make to the development of our country.

The Board of Directors of BCD is elected to serve for a period of two years and reflects the interest groups that we serve. Members of the board are all volunteers, some of whom has served for years in various capacities. The present Board consists of a President and 10 directors, 7 of whom have a disability; in addition we have three ex-officio members representing the National Disabilities Unit, the Ministry of Health and the Ministry of Education. A young adult with a disability has been co-opted to sit on the board as well as an elder for the present period.

The secretariat at Harambee House presently consists of 6 persons in addition to 2 drivers and 1 full time attendant for the School bus.

As we review the work done for this period, the dedication of the staff guided by a Board consisting of varying strengths has enabled the Council's annual work programme to be implemented with a number of successes. Though operating with a reduced staff, the team continued to value and draw on each other's strengths as the demand for consistency and high quality results are expected from funding partners as well as our members.

The Council has a current membership of 17 organizations as follows:

1. Association for the Blind & Deaf
c/o Centre for the Blind & Deaf
St. Paul's Avenue
Beckles Road
St. Michael
2. Barbados Organization of Parents of the Disabled (OPOD)
Albert Cecil Graham Development Centre
Ladymeade Gardens
Jemmotts Lane
St. Michael
3. BARNOD
P. O. Box 267
Bridgetown
4. Albert Cecil Graham Development Centre
Ladymeade Gardens
Jemmotts Lane
St. Michael
5. National United Society of the Blind (NUSB)
C/o Harambee House
The Garrison
St. Michael
6. Barbados Association for Children with Intellectual Challenges (BACIC)
c/o Challenor Complex
Canefield House
St. Thomas
7. Barbados Association for the Correction of Learning Disabilities (BACLD)
C/o The Learning Centre
Orange Hill
St. James.
8. SPECIAL OLYMPICS
C/o Speedbird House,
Independence Square
Bridgetown
9. M. S. Society of Barbados Inc.
c/o Harambee House
Garrison
St. Michael.
10. Association Aid for the Physically Handicapped
Children of Barbados
Ellerton,
St. George
11. Paralympics Association of Barbados (PAB)
"Union Cot",
Hindsbury Road
St. Michael

12. Barbados Cheshire Homes Association
c/o The Thelma Vaughan Home
Glebe Land
St. George
13. New Life Deaf Club
C/o Mrs. Waveney Reid-Davis
Lot 13 Wavell Gardens
Black Rock
St. Michael
14. Myasthenia Gravis Association of Barbados (MGAB)
C/o Mrs. Roslyn Mascoll
116 Terrace Drive, Apple Hall
St. Philip
15. The Autism Association of Barbados (AAB)
P.O. Box 5148
Warrens
St. Michael, BB 11000
16. Stroke Support Group
Little Haven
Stanmore Terrace
Black Rock
St. Michael
17. The Barbados Association Supported Employment
(First Base)
Greenwich Chapel
Greenwich
ST. JAMES

3. ADVOCACY

I. Disability Awareness Day (Dad 2011)

Since the launch of Disability Awareness Day "DAD" in Barbados four (4) years ago, the Council has implemented successive Awareness projects each year; all designed to target school children in Barbados in an effort to create awareness of the issues which persons with disabilities face.

The emphasis this year remained focused on the Primary schools. After being invited by Mr. Anthony Shaw, CEO of SIGNIA Financial Group Inc to submit a proposal for funding support to implement a project for Disability Awareness Day, the Council conceptualised the "Accessible School Makeover" initiative.

It is recognised that opportunities to gain access to employment, housing, good health care system, etc. can only be achieved through a country's citizens having a good educational structure in place.

For People with Disabilities the basic right to education is compromised by inadequate infrastructure to gain physical access into classrooms. Bathrooms where wheelchair users are unable to gain entry or may have difficulty in using toilets because grab bars are not in place to facilitate person's independence, and special education teachers/Aids are not available. These are only some of the barriers which exclude Children with Disabilities from enjoying the same right to education as their able bodied counterparts.

The project has earmarked four (4) Primary Schools and (1) Secondary School which presently facilitate students with disabilities. It is anticipated that each year we will target a new set of schools in order to give a wider cross section of Primary Schools an opportunity to benefit from this ACCESSIBLE SCHOOL programme.

We have involved the Ministry of Education and the Principals of the schools who have all submitted a prioritized list of needs which would enable their schools to become more accessible and inclusive for any children with disabilities attending the facility, with a view of encouraging future enrolment of other children with challenges.

With the support of SIGNIA Financial we have prioritized the identified areas of the schools and will implement the necessary changes before the December 03rd 2011 deadline.

II. "Harambee Puppetry Programme"

To compliment Disability Awareness Day, the "Harambee Puppeteers" were again requested to make guest performances at a number of schools across the island. These schools included Half Moon Fort Primary, St. Lucy Primary, Ignatius Byer Primary, Selah Primary, St. Silas' Primary, Boniface Nursey School, St. Alban's Primary and St. James Primary.

In addition to performances during the Month of the Disabled, a number of requests for the Puppeteers are met during the year as groups and organisations become more familiar with the "Harambee Puppet Troupe". For the first time the Troupe was asked to perform at a Cave Shepherd Read In for Children sponsored by the KIWANIS at the West Mall in Sunset Crest. This was very well received.

We are satisfied that this method of creating awareness among young children of the issues confronting people with disabilities continues to be an effective tool; one which we will have to look at expanding in order to reach an even wider target audience.

III. The United Nations Day for PWD – Secondary Schools Literary Competition

After offering a National Competition to Persons with Disabilities last year the Literary Committee was returned this year to the Secondary Schools. The Competition which is held in recognition of United Nations International Day of Persons with Disabilities,

saw the Committee focusing on Millennium Development Goals 1, 2, 3, 6, 7 in keeping with this year's theme "Keeping the promise: Mainstreaming Disability in the Millennium Development Goals towards 2015 and beyond". Both Categories 11 – 13 and 14 – 17 were invited to select one of the 5 MDG's and describe the steps which can be taken to reduce the impact on Persons Living with Disabilities.

The Committee chaired by Mrs. Dorien Pile GCM included Ms. Patricia Taylor, Ms. Eudalie Wickham and Mrs. Patricia Blackman. Members of the judging panel once again represented the teaching fraternity of Ms. Beverley Haynes, Ms. Elizabeth Daniel, Mrs. Sandra Osborne, Mrs. Dorien Pile GCM and Mrs. Pamela Hinkson.

The winners for the 2010 Literary Competition awarded in the 11 – 13 age group: 1st Place - Rachel P. Worrell of the Lodge School and 2nd Prize - Amina Mehter of Combermere School. 1st Place was awarded in the 14 – 17 age group to Juwayriyah Nana of Harrison College.

Prizes were donated by FirstCaribbean International Bank, Barbados Workers Union Cooperative Credit, RBTT Bank and Days Books.

As customary the Awards Ceremony was held on December 3rd to commemorate United Nations International Day for Persons with Disabilities. We were warmly hosted by the UN and its representative Mrs. Michelle Gyles-McDonough, who delivered the commemorative message from the Secretary General, Ban ki-moon. In addition, the Council was indeed pleased to have in attendance the Minister of Social Care, Honourable Steven Blackett MP. In his feature address he made mention of several issues relating to the disabled, which currently is engaging his government's attention; paramount is legislation regarding Parking for the Disabled, an issue which the Barbados Council for the Disabled has been working assiduously to resolve for almost ten years.

IV. Central Bank Health Fair

Another opportunity to raise awareness on disability issues which the Council has consistently participated is the Central Bank Health Fair. From its inception the Council has been participating in this annual event which gives us the chance to share the work of the Council and promote the issues affecting its members.

We recognise that in order for us to get the message across to society why people with disabilities should be included in every aspect of society, we have to seize every opportunity provided. This year the attendance was bigger than last year and the BCD staff and volunteers were kept busy answering queries and offering assistance. We are heartened by the fact that people are beginning to seek out information on disability issues and we will continue to provide all the information available at our disposal.

V. 4th Annual Butterfield 50+ Seniors Expo

This year the Council was offered a new proposal to participate in the 4th Annual Butterfield Seniors+ Expo. This event was held at the Lloyd Erskine Sandiford Centre. The Council was able to provide the patrons attending with information from a number of our affiliates. This was well received as it also provided the staff with the opportunity to distribute our new disability brochures and to inform persons of the work of the Council and its members. Again this will hopefully be another medium in the future for us to share our knowledge of the issues affecting people with disabilities.

4. ACCESSIBILITY

I. Fully Accessible Barbados (FAB)

"Tonight's ceremony is a classic example of how "Team Barbados" can take a good idea and create a win-win situation for us all", the words of the late Prime Minister of Barbados the Honourable David Thompson at the Fully Accessible Barbados Accreditation Awards Ceremony held in May 2009 at the Barbados Hilton resonates with us.

Having overcome the initial challenges of beginning the implementation of FAB in 2009, much of the work to progress this national accessibility programme has been to collaborate with the relevant agencies that are necessary to take FAB forward.

We must reiterate that though it was strategically necessary to initiate FAB within the Tourism Sector, the overall concept of a Fully Accessible Barbados will involve all other sectors of society that provide essential services to the public. We are already experiencing a more enlightened public, one that seeks out daily, accessible information which guides the development of an inclusive environment.

The FAB programme is not intended to exclude anyone. We would be unwise to judge or castigate facilities due to their lack of awareness of the needs of people with disabilities, when most times these situations can be addressed through dialogue. As we encourage new facilities to conform to the International Access Standards; we recognise that there are older buildings which though may never be fully accessible, can still offer some level of access to their services.

Recognizing that FAB is set to capture this rapidly growing major tourism sector which is being regarded as an economic market driven by numerous factors, the Council is building a strategic alliance with the Ministry of Tourism and its agencies in an effort to achieve our goals for a mutually beneficial society.

Our participation in May 2010 at the Caribbean Tourism Organisation Annual Conference in the presence of our current Prime Minister Hon. Freundel Stuart Q.C, M.P, offered us a unique opportunity to share the FAB programme with regional

tourism counterparts. With the UN Declaration on the Rights of Persons with Disabilities, which is driving forward an equal access agenda, based on the principle of non-discrimination and equal participation of persons with disabilities, it has become necessary for the Barbados Council for the Disabled to pay attention to the increasing demand for accessibility.

Strategies that benefit people with disabilities translate into benefits for other sectors of the community.

In order to promote the FAB Accreditation Programme we will continue to highlight the following FAB categories:



- **INDEPENDENT WHEELCHAIR USER** - A person who depends on the use of a wheelchair and transfers unaided to and from the wheelchair in a seated position. This person would most likely be an independent traveller.



- **WHEELCHAIR ASSISTED** - A person who depends on the use of a wheelchair in a seated position. This person would also require personal or mechanical assistance (eg carer, hoist).



- **MOBILITY CHALLENGED** - A person with restricted walking ability and for those that may need to use a wheelchair some of the time and can negotiate a maximum of three steps.



- **BLIND & VISUALLY IMPAIRED (Category 2)** - Provides key additional services and facilities to meet the needs of visually impaired guests.



- **BLIND & VISUALLY IMPAIRED (Category 1)** - Provides all key services and facilities to meet the needs of the visually impaired.



- **DEAF & HEARING IMPAIRED** - Provides key additional services and facilities to meet the needs of guests with hearing impairment.

- **FAB Facility Assessments**

It is envisioned that on-going discussions with the Ministry of Tourism and the Barbados Tourism Authority will provide some support to increase the number of FAB Accredited facilities. As the public become increasingly aware of the social and economic benefits of an accessible environment through our promotion of "FAB", more businesses are enquiring about assessment for the Fully Accessible Barbados programme.

Harrisons Cave has been assessed and has joined the list of FAB Accredited Places of Interest. Lanterns Mall in Hastings will soon be joining the FAB list as they too have been assessed.

The South Coast Boardwalk has been consulting with the Council from the beginning that construction began and we are pleased that the NCC has been very receptive to our suggestions. It is so encouraging to the staff when on passing the Boardwalk in the mornings, to see the workers busy working on getting the suggested accessible solutions just right in order to have a Boardwalk accessible to all.

The Council is also monitoring the University of the West Indies (UWI) to encourage more access to its facilities. We have been assisting Mr. Ryan Dalrymple who is a student with a disability at the UWI. Ryan has been a very vocal advocate and has been pushing the UWI Administrators to address some of the inaccessible issues he has encountered as a student there. We look forward to working with the UWI Cave Hill in being a leader in inclusive education for the Caribbean.

FAB was designed to create an environment for our citizens with disabilities in Barbados as well as our visitors to benefit in the same way as the rest of society. We are confident that this programme will lead to a Barbados that will eventually have an infrastructure which will provide access for persons with disabilities to Housing, Health, Transportation, Education and Employment. We will, because we can.

- Ministry of Tourism Support

The Council is very encouraged by the support it has been receiving from the Ministry of Tourism. Having recognised the benefits of an Inclusive Tourism market to the economy of Barbados, the Ministry has assigned one of their Tourism Development Officers to work with the Council in promoting FAB. Preliminary meetings have taken place and the Ministry of Tourism, the Barbados Tourism Authority and the Barbados Hotel and Tourism Association will all be on board in advancing the potential of a Fully Accessible Barbados.

- Accessible Cruise Support

Over the past four years the Council has been facilitating a number of Cruise Ship passengers with disabilities. These visitors most often are either referred by foreign Accessible Travel Agencies or seek out the Council through our website. Most Cruise Ships are aware of the growing demand for accessible cruises and are vigorously going after this market. With the support of the Ministry of Tourism and the expert photography of Merville Lynch Productions, we were able to capture on video an accessible tour of Barbados by a repeat cruise passenger and her extended family. An article highlighting this visit was also published in the BTA Magazine. This video footage will be used for future promotions of FAB.

II. "ACCESS TO JUSTICE"- Justice Improvement Programme

People with disabilities should have the right to make their own decisions and their own mistakes. They deserve full personal and legal rights, support to express their views effectively and freedom from violence and abuse, often disguised as assistance. Accessible information for persons with disabilities on Crime Prevention is essential for an inclusive society; one which Barbados is attempting to lead the way among its Caribbean neighbours.

In beginning to address some of these inadequacies the Barbados Council for the Disabled has through funding from the Justice Improvement Programme Secretariat implemented a Project, which has begun to address some of the issues dealing with Crime Prevention against People with Disabilities.

In implementing this project the Council was faced in the beginning with a number of unforeseen challenges, most as a result of an act of nature. As a result we have had to make some adjustments with the approval of the JIPS to certain aspects of our "Access to Justice" project, though at the same time enhancing the output. Mindful of implementing a greatly reduced project from the one initially designed some five years ago, the Council sought to maximize every opportunity presented to ensure the maximum benefits were derived for our constituents.

Our targeted recipients of approximately 80 youths and young adults with disabilities came from:

- Irving Wilson School
- Ann Hill School
- The Learning Centre
- New Life Deaf Club

The activities which were designed and produced to achieve our immediate goals for this project were implemented in two (2) phases. The first phase dealt with the production of relevant accessible information mostly geared towards youth with disabilities, parents and guardians and justice and service providers. These were:

- ✓ Information Cards
- ✓ Pamphlets
- ✓ Braille Pamphlets
- ✓ Audio CD's
- ✓ E-Book
- ✓ JIP Webpage on www.barbadosdisabled.org.bb website

The development of the Safety Pal pamphlet was highly commended and supported by the Royal Barbados Police Force. This document, which will be carried by the person, will provide the relevant information to remind the bearer what to do in an

emergency situation. It will also alert the police to the fact that the bearer has a disability and will assist with the level of communication. The other easy reference document "Communicating with Persons with Disabilities" will be placed in every RBPF Station, legal office, Social Services Departments and other relevant entities.

Following the production of the accessible information which was an essential component of our project, an official press launch was held on 22nd February 2011. At this point our facilitating partners Sargeant Hallam Jemmott- RBPF, Mrs. Nalita Gajadhar – Counselor, Mr. Peter Lorde – Psychologist, and Mr. Edmund Hinkson – Lawyer, came on board to assist with the implementation of the next phase of the project which focused on the following:

- ✓ Four (4) Workshops dealing with "How to protect yourself from Crime and "How to recognize the good and bad in society".

The workshops were very well received. As we anticipated this project confirmed that the issues relating to crime and its prevention is definitely not being addressed to meet the needs of people with disabilities who are incredibly vulnerable. The presenters were guided prior to the delivery of their presentations on the varied recognizable and non-recognizable traits of the different disabilities they were dealing with.

- ✓ 3 Self Defense Classes for all the participants at the schools.

To complement the workshop, six week classes in Basic Self Defense was provided to all the students. This final activity has proven to be an effective tool in imparting not only techniques in defending themselves but also in provided some input on self-restraint and self-confidence.

With very strict implementing guidelines set by the Inter American Development Bank through the JIPS Secretariat, we were able to effectively manage our budget and adequately meet the set goals of the project.

III. Disability Parking Permits

It has been nine(9) years since the Council partnered with the Pan American Health Organisation (PAHO) to promote the need for equal access to parking for Persons with Disabilities; and yet after lobbying present and successive governments to address this inadequacy we are still patiently waiting.

The Council submitted its comments three years ago at the invitation of the Ministry of Social Care, Constituency Empowerment, Urban and Rural Development on the amendment to the Road Traffic Act.

In the meantime, we have continued to distribute our Parking ID's to those persons who qualify and also to draw to the attention of all members of the public that the

clearly identified parking spaces for persons with disabilities must be respected in Barbados. We will continue to pursue Government until we successfully amend the Road Traffic Act and break down the barriers society has set for us.

VI. "Inclusive Play" Rotary Club of Barbados South

When Ms. Katrina Sam first conceptualised the "Inclusive Play" project, she was not yet installed as the President of the Rotary Club of Barbados South and one of the things that caught the Council's attention was her inclusion of people with disabilities in the planning of the project.

The "Inclusive Play" facility is designed to provide a safe, secure playground environment where "children with disabilities will be given the opportunity to interact more with both other children with disabilities and their non-disabled peers.

In addition to indoor recreational sports the facility will also offer educational activities for the disabled community. The Centre will feature rooms with special use, for example, a sensory room with light and sound stimulation and a soft padded room. The proposed site of this universally accessible playground and recreational centre is the Sir Garfield Sobers Gymnasium.

The Council will continue to assist the Rotary Club of Barbados South in helping them to successfully achieve this goal which has always been an idea talked about so many times before and which is finally becoming a reality. This would be a life changing facility to many children with disabilities and their caregivers. Discussions to have the Council's members handle some of the Administration of the facility when completed will be pursued and supported wherever possible.

5. COMMUNICATIONS

I. BCD Website Upgrade

The Council recognizes the importance of the World Wide Web and has set about trying to capture its share of attention via this medium. A number of persons from all over the world access information from our website in most matters dealing with disabilities. Request for Parking ID's, and information on accessing our affiliates are frequently received.

Having recently redesigned the home page and upgraded other pages, the work to effectively capture what the Council represents is ongoing and will hopefully be completed shortly.

II. FAB Website

With the financial support of the Ministry of Tourism, the Fully Accessible Barbados Programme is set to have its own website. With its content and design being directed

by the Council, the FAB Website will help to propel the programme even further. The magnitude of implementing FAB is recognizably huge undertakings for an NGO to single handedly manage and the Council understands that it is crucial to the development of FAB for us to build partnerships. Having the website will strengthen our marketing capabilities to reach current and potential markets as well as our own citizens in Barbados.

III. "A Voice of Our Own"

Our monthly article has been an important advocacy tool of the Council, offered by the Nation Publishing Company. A "Voice of Our Own" attempts each month to capture the issues affecting people with disabilities. Some of the articles are submitted by our members at their request. The Council will continue to have our voices heard through this medium as long as possible. With very limited programmes dealing with disability issues in the various media, we have to compete with numerous interest groups who are all fighting for survival. However, disability will not go away and at some point in time it touches everyone's life whether they like it or not.

IV. Media

We recognize that we are in a very competitive environment where much of the public is fed the information which the media knows they hunger for. However, we continue to maintain a very good relationship with the print and electronic media.

With the support of the Advocate, Nation, CBC, Starcom Network and Barbados Today we will continue to advocate for equal rights and an inclusive society for all.

6 EDUCATION, RESEARCH & TRAINING

I. Sensitivity Training For Seawell Air Services (SAS) Personnel

This specific training which was started by the Council three (3) years ago was borne out of the necessity to have Service Providers be aware of the needs of people with disabilities who are part of society that require the same services as everyone else.

Sensitivity Training seeks to address the fundamental concerns that employers have with regards to their employees having knowledge on how to deal with Persons with Disabilities, within a service delivery environment.

The Barbados Council for the Disabled being aware of the barriers and challenges which prevent Persons with Disabilities from being included in society was pleased when Seawell Air Services approached the Council to have their staff trained in disability awareness training. The facilitators who were mainly individuals with Disabilities from among our affiliates, covered a wide area of topics which afforded participants a better understanding of what a disability is, the types of disabilities

that exist, the myths and realities of disability and the correct etiquette used in dealing with persons with disabilities.

As a result, coming out of this particular training, we have been asked by SAS to examine the possibility of taking the Disability Awareness Training to the other islands where they have offices.

The Council was also asked by our Board representative of the Ministry of Health to submit a proposal for Disability Awareness Training for the nurses in Barbados. We anxiously look forward to working with other interested agencies in expanding and offering this essential training which we have always known to be integral to creating an inclusive society.

II. Disaster Emergency Management

Having initiated training for Disaster Preparedness Management for Persons with Disabilities since 2008, the Council maintained its Sensitivity Training for First Responders up to 2010. However, due to a reduced staff compliment we were unable to offer the training this year. In order to maintain our relationship with the DEO's the Council accepted an invitation from the St. James DEO to involve our membership in consultations with that Organization's preparation of their five year strategic Plan 2011-2015.

Another initiative undertaken by the Council was to visit the four (4) Schools identified by the 2009 Hurricane Shelter List. Accompanied by the President of the St. James Disaster Emergency Organisation, Director Sandra Carter and 2 Fire Officers an assessment was done and our report will be made available to our members as well as the relevant authorities.

We felt that it was necessary to investigate the level of access ourselves as many facilities are unaware of the necessary requirements for making their building accessible.

III. University of the West Indies Student Research

It is gratifying and encouraging, when the Council is able to provide the necessary research material on disability issues for our university students. During this year alone we have had eleven (11) students visiting the Council and conducting interviews and collecting relevant data and information which they needed for their thesis.

The UWI has sought approval from the Council to have two University of the West Indies HIV/AIDS Response Programme, Cave Hill Association of Peer Training, Education and Outreach (UWI HARP Chapter) students to intern with the Council for the summer. The (2) two students whose focus is on HIV/Aids will fit right into the BCD/UNFPA Sexual Reproductive Health Project. This augurs well for the future as we recognise that more and more people are paying attention to issues that affect people

with disabilities as they realise that they are an important part of society and almost every family have or will have at some time someone with a disability.

7. EMPLOYMENT OPPORTUNITIES

I. Harambee Enterprise Scheme (HES)

The Harambee Enterprise Scheme is now into its 5th year and will be awarding two young people who applied to the HES and proved that they are worthy of benefits which the award offers.

This initiative is intended to provide those members with disabilities an opportunity to further their entrepreneurial skills or their own business ventures. The two successful applicants received this year were from Mr. Perro Holloway, President of BARNOD and Miss Nikita Gibbs of Barbados Association for Supported Employment.

With minimum entries being received from within our membership each year, it is proposed that the Scheme will have to be offered to the wider community of people with disabilities. The Committee headed by Mrs. Dorien Pile GCM has prepared a proposal highlighting a number of areas which will ensure the growth of the Harambee Scheme.

8. FUNDRAISING SUPPORT

I. Barbados Community Foundation

Had it not been for the consistent financial support from the Barbados Community Foundation towards the maintenance of our accessible school bus, the lives of many children and their families would be disrupted. This service which the Council has been providing for almost ten years have seen a number of children travelling on our buses; and because of how extremely marginalised these children

are, especially when it comes to accessing education, we will endeavour to do all that is possible to continue this transportation service.

In addition, the BCF came to the rescue of three (3) members of our affiliates whose houses were damaged by the storm Tomas. The Foundation immediately called the Council and asked us to identify any of our members who needed assistance, especially with their roof. This offer was acted on as soon as estimates for repairs were received, and each recipient was given special debit cards to secure the necessary purchases for the repairs.

The Barbados Community Foundation has over the years shown that they are a Foundation that really cares for the community.

II. J24 Fundraising Regatta

The organisers of the J24 extended their fund raising activity this year in an effort to raise more funds for more charities. In doing so they sought the assistance of McEneaney Quality Inc to auction a car. As a result of their success, the Council was fortunate not only to have obtained a generous donation which resulted through a request from the BCD's Social & Recreational Committee, but the Albert Graham Centre (formerly Children's Development centre) also was a beneficiary of the J24 Regatta. The funds for the Centre have been earmarked for therapeutic equipment for the children.

III. Canadian Women's Club

The Canadian Women's Club's generosity and confidence shown towards the Council in its projects and programmes for the benefit of people with disabilities over the years have helped us to move closer towards an inclusive society. Each year, the CWC donates new audio books towards the Council's Library, in addition to supporting the More Than Words Autism Caregiver Programme. This year due to some economic challenges, the funding support has been reduced and we are being supported in a project which will assist in the purchasing of Fire Alarms for the deaf. The Barbados Fire Department has agreed to assist with the installation of the safety devices. The Council is aware that our work must be consistently relevant and efforts must be made to ensure that our projects benefit all people with disabilities.

IV. Kiwanis Silver Dollars Project

The KIWANIS's annual "Silver Dollars for Children" charity event this year proved to be able to withstand the harsh economic environment. With the commitment to assist children's charities in Barbados, the members of the KIWANIS Club worked extremely hard to reach the improved target of last year's efforts. The amount of \$7,000.00 which was presented to us this year will definitely be channelled into requests for projects and programmes of our Affiliates that represent children. The Council is encouraged by this support and is committed to working with the KIWANIS in ensuring that the Silver Dollars for Children continues to be the success it is today.

V. Barbados International Fair 2010

When the Social & Recreational Committee under the Chairmanship of Mr. Elviston Maloney recognised that the prevailing harsh economic environment was going to present some challenges to the effectiveness of the Council's mandate, the committee took on the gigantic task with the approval of the board of directors, to host the Barbados International Fair.

With the Fair rescheduled for August 28th 2010, the intent to have the cars auctioned at Government House was not allowed and as a result an alternate venue at Polo during their Season had to be sought. One of the cars raised in excess of

(\$10,000.00) ten thousand dollars, out of which the BCD's Board approved a donation of (\$5,000.00) five thousand dollars to the Haiti Relief Fund.

The Council owes tremendous gratitude to the Ministry of Finance for granting us the duty free concessions and two Corporate Entities, Mc Enearney Quality Inc and Consolidated Finance Inc. who assisted with the facilitation of the auction of the three vehicles.

The net profit of \$190,000.00 received from these efforts enabled the Council to stabilise its annual operating expenditure after having received a cut of \$115,000.00 in our annual government subvention. One of the goals of the event was to also try to maintain some financial support to the Council's Affiliates, which is always done through a process of their submitting proposals for projects.

Having received permission from His Excellency the Governor General Sir Clifford Husbands G.C.M.G, K.A., the Committee engaged the services of Ms. Lyn Beckles, an Events Planning Consultant with ByDesign Services whose role was to liaise with the Social & Recreational (S&R) Committee and the Governor General's Office on our behalf.

ByDesign Services was also responsible for the promotion and the sale of booth space for the Fair in conjunction with the Council.

The Board of Directors of the Barbados Council for the Disabled directed that the event be in full compliance with the Ministry of Finance, the VAT office, the Government's Electrical Department, the Ministry of Public Works, the ICBL required insurance, the Ministry of Health and the Royal Barbados Police Force and the requirements of Corporate Barbados.

The intent to project the Fair as an International Event was compromised by a number of unforeseen issues, namely the date and time. Because of the postponement, a number of International Agencies and Embassies who would have normally been attracted to participate were unfortunately unable because of prior commitments and financial constraints.

The Barbados International Fair (BIF) was designed to attract the International Embassies, the local craft manufacturers, the twenty BCD Affiliates organisations and corporate Barbados.

The garden area assigned to the Council's Affiliates was designated as the Council's Corridor, where a number of our Affiliates were each given the opportunity to raise funds through sales in a variety of ways e.g. Food, Craft, Plants, beverage utensils and games.

Advocacy literature as well as banners from the various affiliates and the council was displayed throughout the Corridor for heightened public awareness. Medical equipment and treatments were also displayed by Stokes & Bynoe Ltd.

The Governor General His Excellency Sir Clifford Husbands K.C.M.G., K.A. hosted "Garden Tea" at the event and expressed his admiration for the Council hosting the event and encouraged the Council to repeat the event.

Entertainment was provided by the Royal Barbados Police Band and the Regiment Band of Barbados. In Addition, our top local entertainers performed for our guest. The Mighty Gabby, Toni Norville, Sir Ruel and the team from McEnearney Quality led by the Music Awards producer Mr. Ronnie Morris.

This event did not raise the income expected for our affiliates. However reports received indicated that the exposure to this type of event had definitely improved the ability of the members to confidently participate in future large events at this level. Products to assist the Affiliates were sourced through the Council and collected by the affiliates themselves.

The Barbados Council for the Disabled was very disappointed that ByDesign Services failed to deliver the projected results and suggested targets. This obviously impacted on our revenue which was our main source of generating income to cover expenses for the event. Though many of the Exhibitors did not realise a profit, some of them still made a small contribution to the effort.

VI. Maria Holder Bus Presentation

Transportation is the link to access for all Persons with Disabilities and with support from charities like the Maria Holder Memorial Trust, issues affecting PWD will likely see some improvement.

After a lengthy delay in receiving our new bus which was officially handed over to us on the 27th October 2010 by Mr. Michael Holder and his family; the bus went straight on the road transporting the children as the regular school bus had been out of operation due to major mechanical problems.

Non-Governmental Organisations like the Council is extremely mindful that in order to benefit from charities like Maria Holder Trust, we must maintain the high level of professionalism and accountability for which the Council has become known.

VII. Bank of Nova Scotia (BNS) / B'dos National Bank (BNB)

The "Rockley Action Team" of the Bank of Nova Scotia Rockley last year decided to support the work of the Barbados Council for the Disabled in the implementation of its projects. The Chairperson of the Team, Ms. Gail Brathwaite was very supportive and has pledged the Bank's continued assistance not only financially but also by

having the staff at Scotia Bank Rockley volunteering their time to any of our Affiliates when needed. The Bank of Nova Scotia also was able to have their counterpart in Toronto match the amount money raised through their fundraising efforts.

The Barbados National Bank presented the Council with a generous donation. This pledge of support to the work of the Council was deeply appreciated and the BNB has offered to support our programmes for the next three years.

These two banks are fitting examples of what community service and equal opportunities mean to a society which is moving towards inclusion of people with disabilities.

VIII. Lions Club Of Bridgetown

Lion Miriam Rouse who has long been a friend of the disabled and the Council have always been willing to assist in any way possible for the inclusion of people with disabilities. Following discussions with the Council, Miriam agreed that a portable ramp would be of assistance to our members as well as visitors. Along with her Club, the Lions Club of Bridgetown, Miriam ordered a sturdy portable Ramp which was presented to the Council in October 2010.

This portable ramp will not only be an asset to the Fully Accessible Programme but will also assist our members who at times have challenges in accessing facilities, especially when sourcing venues for events. The Council will seek to encourage businesses and places of interest to possible purchase these ramps so that they to can benefit from increased patronage. The Council continues to value highly organisations such as the Lions Club of Bridgetown and its other Clubs who tirelessly donate their time to supporting the many events hosted by people with disabilities.

9. GOVERNMENT, PRIVATE SECTOR AND INTERNATIONAL RELATIONS

I. Government

Collaboration with government entities has always been an important factor in the efforts to achieve equal access to all services for persons with disabilities that is enjoyed by the rest of society. The Council involves the Ministry of Social Care, Constituency Empowerment and Community Development, through the National Disabilities Unit in almost all of its work. Having a representative on its board allows for transparency and sharing of ideas.

The Ministry of Tourism and its related agencies have also been working closely with the Council in promoting the Fully Accessible Barbados Programme.

Understandably a sizeable cut in our government subvention was inevitable in the present economic climate facing Barbados and the world. However, this has given rise to the board of directors of the Council seeking out various methods of

fundraising. The Barbados International Fair event was born out of this need and the Council will pursue other initiatives which will hopefully alleviate any budget shortfall. These fundraising initiatives are intended to support and address issues which have been affecting persons with disabilities and children as well. However, we will continue to use our resources carefully in order to continue the advocacy and awareness programmes which we have started over the years.

- **Ministry of Social Care, Constituency Empowerment and Community Development - Country Assessment Living Condition (CALC) Study**

The Country Assessment Living Condition (CALC) Study which was undertaken by the Ministry of Social Care, invited the Council to be assessed as one of the organisations that represent a major grouping in the study. The Research Consultant in the Ministry, Ms. Paula Gall conducted a series of interviews which dealt with the programmes of the Council and its beneficiaries.

The Representative from the National Disabilities Unit (NDU), Mr. Lloyd Springer who sits on the Council's board, has been extremely supportive of the work of the Council. Our relations with the NDU have been increasingly strengthened as the Council continues to seek ways to collaborate our efforts to win the battle of providing an inclusive society for all.

- **Ministry of Finance- European Development Fund Non State Actors Advisory Panel**

When the Council was selected to serve on the NSA Advisory panel in February 2010, the board immediately nominated a representative, Ms. Eudalie Wickham to participate in all the discussions relevant to the goals of the Panel. The Mandate of the NSA Advisory Panel is to facilitate deeper involvement of Civil Society in the Barbados/European Union partnership; participate in political dialogue, policy dialogue and programming/review of European Union development aid and to provide advice on other matters related to Barbados determined by the panel. During the period 2010-2011, a Regional Workshop was held.

- **Ministry of Education Strategy and Action Plan**

The Government of Barbados, through the Ministry of Education, in preparing a comprehensive Human Resource Development Strategy and Action Plan invited the Council as one of its stakeholders. Mrs. Boneta Phillips attended the strategic workshop held in September 2010. A follow up meeting, where the Affiliates were invited to attend was held with Dr. Roderick Rudder, Chairman of the Planning Committee.

A detailed report was delivered by Ms. Kaye Sargeant, the Ministry of Education's representative on the Council's board at a subsequent board meeting.

Ms. Sargeant's report was able to shed some light on many issues which affect the present education system as it relates to children with disabilities and their inclusion.

- Ministry of Tourism Consultation on White Paper

The Ministry of Tourism is presently engaged in working on the White Paper on Tourism Development. To this end, they hosted a series of Town Hall meetings to engage the general public on their opinion regarding this subject. One of those meetings which were held on 12th January 2011 at Solidarity House sought to specifically engage the community of people with disabilities as the Ministry seeks to provide an inclusive society for all Barbadians and its visitors. The President, Mr. David 'joey' Harper and some of our members attended and contributed to the discussion.

- Consultations with Transport Board

With transportation being one of if not the major challenge facing people with disabilities, the Membership Committee of the Council requested a meeting in October 2010 with the Transport Board to discuss and possibly finding solutions to this situation which is totally unacceptable in a developed society such as Barbados.

We have tried on numerous occasions to collaborate with the Transport Board to seek results to this ongoing dilemma faced by people with disabilities. Some attempts were made recently to find solutions to some of the issues but they continue to resurface. We will not give up our efforts and we can only hope that in the very near future the transport needs of people with disabilities will be effectively incorporated into the public system.

II. United Nations Conference of State Parties – New York

The Council received its Accreditation to the Conference of State Parties on the Convention on the Rights of Persons with Disabilities (DATE) and sent a team to begin the process of participation on behalf of the Council and its members.

The four (4) member BCD Team consisting of three (3) persons with disabilities included Mrs. Patricia Blackman- BCD Director, Mrs. Roseanna Tudor-BCD Operations Manager, Mrs. Rose Ann Foster Vaughan-BCD Administrative Project Officer and Ms. Dionna Browne- UN National Literary Competition Winner departed Barbados on 31st August 2010.

The experience presented a mixed bag of emotions and challenges. The delegation was comfortably accommodated in New York and prepared for three (3) days of attending various events at the UN Headquarters.

It was the first conference of this nature at the UN attended by the delegation and the buildings chosen to locate the conference was very challenging to access.

It is unfortunate that at home we complain about access and attitudes and believe these things would not be an issue at a place like the UN headquarters in New York. Not so. However, we accepted the challenges head on and managed to work through them. Though most of the Conference dealt with matters above our representative status; the opportunity to observe the numerous proceedings required at the UN was very useful. Our youth representative was indeed grateful for the opportunity to be present in that forum and praised the Council for providing her with a chance to hopefully become an effective and successful advocate of people with disabilities.

It is recognised that the Council needs to be more actively involved in these forums at the UN, as the work to include people with disabilities has been improving and changing weekly. With the increasing number of ratifications by Countries to the Convention on the Rights of Persons with Disabilities, Barbados will need to be more aggressive in its approach towards ratification of the Convention.

III. Badminton in the Caribbean

One of the relationships established during the visit to London in 2009 by the Social and Recreational Committee team was with a young man of Barbadian parentage, Mr. Mark Phillips. His interest in Badminton and in helping the Council to achieve some of its goals resulted in the Inaugural Barbados Open Badminton Festival. Mark worked tirelessly to arrange the entire Tournament which was held from 01st – 08th September 2010; and brought players from London to participate with their Barbadian counterparts. The Council received a small donation which we really appreciated as we recognised that it was a costly event to host for Mr. Phillips.

The promotion of the event provided Barbados with some unexpected coverage in London and also brought a good deal of revenue to the tourism industry. It is anticipated that the Badminton in the Caribbean Festival will be held every two years. The Council will continue to assist Mr. Phillips in these endeavours as the event also attracted the attention of people with disabilities in London.

IV. Private Sector

The support from the Private Sector has expectedly been reduced as the Council experienced with the hosting of the Barbados International Fair. We are mindful of the uncertain economic environment which businesses have been facing within the last two years and as a result we have tried to develop methods to deal with the lack of financial support. The Council also recognises that our affiliates will also be experiencing the challenges of surviving especially in these trying times and has been making every effort to support their various projects.

The Council received a major piece of equipment, a Canon Image Runner 7086 Photocopier valued at \$56,683.38 from Brydens Business Solutions. This Photocopier is presently set up and working and will be networked so as to offer a high level of efficiency. It is anticipated that the potential of this piece of equipment will be explored for the benefit of our members.

We will continue to develop relationships with the Private Sector to work with us to address a number of social issues that affect people with disabilities.

Among the various international agencies the Council has worked with over the years, the United Nations remains the dominant partner in assisting us in fighting the battle of inequality of services for people with disabilities.

10. HEALTH

II. Ministry of Health/BCD - Community Based Rehabilitation

After over six years of ongoing discussions with the Ministry of Health to ensure that the Community Based Rehabilitation Programme become a reality, the proposed funding was subsequently withdrawn.

The CBR project was revisited in 2004 after some delay. With the approval of the BCD Board, Mrs. Boneta Phillips was appointed to head the Advisory Committee and mandated to begin the implementation process of the CBR project on behalf of the Council. The completion of appointing members to the Advisory Committee was not finalised and great difficulty was experienced in having an adequate complement of members to attend meetings. The staff worked consistently in trying to meet the requirements necessary to reach the final stage of securing the funding.

One of the major challenges was getting the Advisory Committee to meet in time and as frequently as was necessary in order to speed up decisions which had to be made. Plans were already being put in place to utilize Harambee House and adjustments had already been made in some areas to accommodate a reduced number of services being offered by the project. However, after numerous lengthy delays in getting the project moving we were informed that the funding would not be available any longer.

BCD Therapy Service

At the same time the therapy service which was provided by the Council for the past four years to its members, was being compromised, due to financial cuts in the Council subvention. An unfortunate decision had to be made to end the present part-time contract with Dr. Sandie Yeadon as it was proving to be financially difficult to continue to operate the structure as it was designed. The board had agreed to examine the service and find an appropriate system whereby the persons who were benefitting from the therapeutic exercises would have some measure of continuity.

III. More Than Words (MTW) – Autism Caregiver Program

Since its first introduction to Barbados in 2008, the More Than Words Autism Caregiver programme has been receiving excellent results.

Families have made significant changes in the way they interacted with their children, and their children's communication skills have grown as a result.

As one parent explained after the program, *"My child's communication has greatly improved because the strategies I use help him understand more and he feels less frustrated"*.

Many of the families commented that they had no idea just how much and in how many different ways their children communicated with them. One of the most important things they learned was that communication is much *"more than words"*!

Having recently completed the last module for this year Ms. McMillan has already begun planning for 2011-2012. Having offered the program to two care givers at the Child Care Board Homes it is envisaged that the benefits to be derived through offering this training to carers who are attending to more children with Autism would maximize the number of beneficiaries. The Council recognises the benefits of the MTW program and is examining the possibility of offering it to some of our affiliates whose job is to interact daily with autistic children.

The Council is satisfied with the success of the MTW program and looks forward to its potential growth in Barbados.

IV. Sexual & Reproductive Health – UNFPA/BCD Collaboration

The overall goal of the project is to implement a comprehensive programme to educate Persons with Disabilities (PWD) on Sexual and Reproductive Health (SRH) issues and to empower them to make informed decisions regarding their sexual and reproductive health and rights.

To date, the project has moved ahead from its inception in 2009, and with the full support of UNFPA, the Council has had numerous training and development workshops for the project's trainers and young Peer Educators. The development of the Peer Educators for the Sexual and Reproductive Health project is seen as an integral part of the project as the Peer Educators will be deployed in areas where there training will be shared by other young people with disabilities.

As SRH issues impact heavily on the family as well, the Council has begun to strengthen its collaborative efforts with the Barbados Family Planning Association and especially one of their affiliates, the Youth Advocacy Movement (YAM).

Having already started providing the YAM members with Disability Sensitivity Training, the Council with Mrs. Rose Ann Foster Vaughan leading the charge, is about to embark on a full year of activities which will see our Peer Educators working closely with the YAM members.

The Council continues to be encouraged by the support received from UNFPA in the implementation of SRH for people with disabilities. In October Mrs. Foster Vaughan and Mrs. Tudor attended the Harmonized Approach to Cash Transfers (HACT) Workshop in order to strengthen the Secretariat's position in its administration. Mrs. Mohammed, the Council's Finance Officer had already attended the workshop in 2009.

Earlier this year we were visited by the UNFPA Regional Operations Manager, Mr. Carlos Valencia and the local UNFPA coordinator Ms. Isiuwa Iyahan, who closely examined our financial implementing system and was very pleased with the methods we have been using. They have promised to work along with us in the future to examine any new methods which may arise that would be mutually beneficial to both organisations. As a result, this year UNFPA has provided the Council with more leverage in terms of its financial administering of the project funds.

This is indeed gratifying to have an international agency like the United Nations exhibiting such confidence in our implementation and financial administering of the SRH Project.

11. ORGANISATIONAL DEVELOPMENT

I. Member Support

The Secretariat provides an almost 12-7 operation where not only the Council's national programmes for access are being executed but also those of our affiliates. Harambee House is a hive of activity daily as more and more our members utilize the facilities.

We are faced with uncertain futures both as individuals and as a country. With an economy heavily sustained by the activities of other more powerful economies, their struggles ultimately become our struggles.

Along with these challenges is the ongoing sustainability of civil society and Non Governmental organisations. Many of us are supported in large part through Government subventions and thus, budget cuts will impact on our effectiveness in carrying out our projected work plans.

One of the most critical challenges after economic ones within NGO's is that of inter-organisational support. In many ways, we expend inordinate amounts of energy on protecting our proverbial territory. We guard our programmes fiercely in fear that to share with others will be to lose it altogether. However, as we struggle for individual supremacy – believing our cause to be more just than our neighbours, we only succeed in removing resources from a dwindling stock.

Gone are the days when people readily volunteered for participation in the NGO community. There are a number of contributing factors to this situation, but the overwhelming reality is that fewer hands are charged with the ever-increasing responsibilities and work of the organisations. This has always been the primary resource for the success of organisations.

Beneath the umbrella of the Barbados Council for the Disabled, we encounter a similar situation even among our own affiliates. We see them increasingly struggle for support. Many of the Council's affiliates battle with hosting activities as they receive dwindling support from the wider community in both the planning and execution of their projects.

The time has come for us to recognise that without a strong united support we will all perish. Survival is no longer about being the fittest; it is about having the supplies with which to support the journey. By pooling those resources, we give ourselves a fighting chance to achieve our goals. Within the civil society community, if we do not seek out measures by which we can work together and derive maximum benefits for all, then we can be assured of a premature death.

II. Breast Screening Project

The Council is aware of the difficulties persons with disabilities experience in accessing some of the services provided to the general public. With this in mind the Barbados Council for the Disabled sought the support of the Barbados Cancer Society and provided Breast Screening Examinations on Monday October 25th 2010 to its members. Along with the Mobile Unit, the Council's accessible facility also provided additional room for persons who were not able to access the mobile bus.

The service was extended to both men and women and their immediate family members. As a result of the unexpected turnout, we will be looking at collaborating again this year with the Cancer Society to offer this screening and hopefully expand the services to include more tests.

III. Effective Presentation Training – BCD Affiliates

As a result of the positive attendance last year by our members at the Effective Presentation Workshop, the Council's members requested another similar workshop be held to benefit those who were unable to participate last year.

Miss Elaine Bourne, Executive Director of Applied Performance Solutions Inc. was again sought to conduct a one (1) day Training which provided the members with an opportunity to design and deliver presentations which are relevant to their needs and those of their organisations and the Council.

The Objectives of the workshop were to:

- Assist Council members with designing presentations that inform and persuade
- Use presentational tools and techniques to keep audiences engaged
- Deliver presentations which are informative, persuasive and achieve desired aims.

The information which was done in accessible format for the blind provided for their full participation in all sessions.

Persons expressed their feelings of being empowered to overcoming their fear of speaking in a public forum. This type of training is important for our members as they compete in a funding environment which is calling for the most effective projects and programmes to support.

IV. Fire Safety Training for the Deaf

The Council sought to strengthen its relationship with the Barbados Fire Service and recently held discussions centered on the lack of supporting systems for the safety of the deaf community. It was felt that the deaf community is extremely marginalized in terms of communication systems. The Barbados Fire Service has been installing smoke detectors in the homes of many vulnerable persons through a community programme they initiated. At the invitation of the Council, Ms Shirley Griffith of the Fire Service did a presentation for the members of the New Life Deaf Club how to protect themselves from fires.

It was noted that the strobe Lighting device needed for the deaf was a more expensive device, which prohibited the Fire Service from offering them within their program. As a result, funding was sought by the Council from the Canadian Womens Club to purchase the alarm devices. With the assistance of the Fire Service, a limited amount of members from the deaf community will shortly benefit from the safety devices.

12. RECREATIONAL ACTIVITIES

I. Inter Organisation Dominoes Tournament

The Dominoes Tournament for 2011 is presently under way as these reports are being written. It is encouraging that we have another affiliate registered to play and so far have been doing very well. The New Life Deaf Club had taken a break last year but they are back in full force slamming and dunking.

The friendly rivalry between the members is exciting to watch as persons try to outplay their opponents, sometimes in the most amusing manner. In the end everyone will be winners as even the staff eagerly looks forward to the Tournament. This year we have added a Karaoke competition to the final night of competition. It is anticipated that the event will be an enjoyable occasion and hopefully we will examine the possibility of developing our recreational activities for the coming year.

II. Jaycees Annual Fun Day

This annual event held by the Jaycees is one that many children with disabilities look forward to. Once again the Fun Day was held at Illaro Court in September 25, 2010 under the auspices of Mrs. Mara Thompson. As always, the Jaycees ensured that all the children attending had ample refreshments and entertainment. The Council will continue to support this highly anticipated event.

III. BCD School Bus Xmas Event

The driver of the Council's School bus, Uncle Rupee and attendant Auntie Cheryl is adamant each year at Christmas that they have to take on the role of Santa and his Elf for the children they transport to school each day. As a result they try to plan an event at the end of the school to entertain the children. The children are treated to gifts, treats and refreshments. This is another event that the children anxiously look forward to at Christmas; and we do believe 'Santa' and his 'Elf' look forward to this even more than the children.

13. TRANSPORTATION

I. BCD Accessible Transportation

The Council's two older buses suffered some major mechanical problems this year. With lack of accessible transport for people with disabilities reaching an untenable and almost inhumane level, the Council is ever mindful of the importance this service is to the people we serve. Many Barbadians have access to their own vehicle or the government and private sector transport; but how many give a thought to those who are unable to obtain this service much less pay the penalty whenever they absolutely need it.

Though we are seeing a slight increase in taxis installing wheelchair lifts, the fare for a trip to attend crucial therapy treatment is so high that people have to limit their treatment. This is only one aspect of accessible transport neglect that people with disabilities have to suffer.

We can sympathise with the Transport Board when it comes to maintenance of the buses as we too have been plagued by 'wear and tear'. There was much downtime and considerable expenses incurred as a result of these sometimes imminent mechanical problems; however we will not give up because we know what the value of obtaining accessible transport can mean to people with disabilities.

The Council will continue to create the necessary awareness for society and Government to recognise that an inclusive society means that all the services enjoyed by those who are able to access them must be accessible to people with disabilities as well.

We are calling on the Ministry of Transport and Works to carefully examine their future road development plans and consider the unique factors that our environment pose in relation to providing walkways and accessible sidewalks.

Not only are our own people suffering as a result but our visitors, who are important to our economy, complain bitterly about accessing Bridgetown and its environs. It is all well and good to discuss these issues but are we really listening and are we really planning for our future generation if not for our present?

14. FINANCIAL REVIEW 2010-2011

By the time Barbados began to feel the effects of the declining global economy, the Council had already begun to prepare for the challenges that lay before us. In 2009, the Council had to take strong and decisive measures in the way we held fundraising events and strengthened our private sector relationships to ensure the gains we have made over the years did not regress.

As was expected, our Government's annual subvention started to decline in 2009 and within this financial year we suffered a cut of \$115,000.00. As this was the Council's main source of income directed mostly towards the administration and maintenance of Harambee House; the Council took up the challenge to host a major fundraising event, the Barbados International Fair.

The BCD's total revenue for the year 2010-2011 was \$626,151.15 compared to the previous year of \$577,081.00. The general donations amounted to \$46,384.30 which does not include financial support for special projects.

The Council's bus service for children once again received an amount of \$12,500.00 from the Barbados Community Foundation.

I. Harambee Administration

With the increased usage of Harambee House by its Affiliates, the staff must be commended for the prudent management of its budget allocations. With overall expenses for Administration at \$1,139.00 less than last year; expenses for toiletries, water, security etc. were all reduced except for Office Equipment Maintenance which increased by just over \$1,000.00. The directive by the BCD Board to carefully control spending was duly noted. Meetings and Seminars rose slightly over last year; however all other Administration heads were within budget for the period in review.

II. Organisational Support

As to be expected our financial support to assist members with their projects rose to \$18,500.00, an increase of almost \$10,000.00 from last year, which the Council was able to withstand due to the Social & Recreational Committee's Fund Raising Activities. Support from members requests for printing, copying, brailing etc increased slightly.

The generous donation of a Canon Image Runner Photocopier valued at \$56,683.38 from Brydens Business Solutions, will certainly be beneficial to the Council and its members.

Though the usage of the facilities at Harambee maintains a very high level, there is still room for maximizing its fullest potential.

III. Advocacy & Public Awareness

Our Disability Awareness Day 'DAD' programme continued to be directed towards young children. This year along with our Harambee Puppeteers performances at a number of schools, the Council received the tremendous support of SIGNIA Financial who has agreed to partner with us in the implementation of our 'Accessible School Makeover' Project. The cost of the launch of the project was \$1,707.00. We are heartened by this new relationship with SIGNIA as they have also agreed to work with us for the next three years.

Since the Accreditation Awards for the Fully Accessible Barbados (FAB) Programme in 2009, the Council has been having discussions with the Ministry of Tourism (MOT) in promoting the Accreditation. A video was produced of a cruise passenger with a disability to be used for future promotions. The Council paid for the filming at a cost of \$2,500.00 and the MOT paid for the editing.

The Council participated in the Caribbean Tourism Organisation Conference last year and presented a display on FAB at a cost of \$1,700.00. A FAB plaque at a cost of \$300.00 was presented to Harrison Cave on its qualifying for FAB Accreditations.

IV. United Nations Day For Persons with Disabilities Schools Literary Competition

This year the Competition returned to the Schools and the award ceremony was held at the UN at a cost of \$1,500.00. Prizes were donated by a number of Banks and Private Agencies.

V. Harambee Enterprise Scheme

Two more persons with disabilities have qualified for the Annual Harambee Enterprise Scheme, now into its fifth year. The grant of \$1,000.00 each is awarded to the winning entries. Recognizing that people with disabilities are marginalized in the employment field, this initiative is intended to assist our members in furthering their entrepreneurial skills.

VI. BCD Transportation

The annual subsidy of \$7,759.00 from government towards the transportation for school children on the Council's bus was not received this year. The total revenue received from the Council's other accessible transportation was a mere \$1,791.00. With the buses being plagued with mechanical problems and suffering down time, the cost of maintenance was indeed stressful.

The LDV B199 (School Bus) maintenance alone was \$24,000.00, License and Insurance was \$2,930.00, Fuel was \$1,538.00.

The Ford Transit (B278) maintenance alone was \$24,152.00, License and Insurance was \$2,930.00 and Fuel was \$4,774.00. The Ford Connect Car maintenance was \$2,534.43, License and Insurance was \$4,208.00 and Fuel was \$3,457.00 (it is to be noted that the Car was used frequently when the Buses were not working).

The Council received a new LDV bus funded by the Maria Holder Trust, at a cost of \$97,447.94 The License and Insurance costs were \$10,665.00, Clearance and Preparation was \$2,114.00. The Council will make an appeal for a discount on the Insurance as was given to the other buses.

Accessible transportation will continue to be a costly venture but it is essential for PWD.

VII. Justice Improvement Project (JIP)

The Justice Improvement Project implemented by the Council was funded by the Civil Society Support Fund through the Attorney General's Office. The total amount received to date was \$31,910.00 with a balance of 20% to be paid on submission of the final report in June 2011. The Council's staff efficiently and effectively managed the strict guidelines set by the JIPS. The accounting formats were guided by detailed reporting on all activities. The project was completed within the allocated budget with a balance of \$2.00.

VIII. More than Words- Caregiver Programme.

Having completed its fourth year of providing this Autism Caregiver Training to Barbados, the Programme this year received a total of \$43,900.00. The expenses for the same period were \$35,322.00.

It must be noted that the financial year for the MTW does not run within the same period of April - March as the Council's financial year.

The funders have continued with the programme from the beginning, however the levels of donations have decreased in some instances and this was to be expected within this environment.

IX. BCD/UNFPA Sexual And Reproductive Health

This UNFPA Funded programme has been progressing each year since it began in 2008. The Council's contribution of \$687.00 towards the project this year was for the Peer Educators Kits and the Lions Club contribution of \$5,000.00 went towards the printing of the posters. All other activities were paid directly by UNFPA Administration.

The UNFPA offices have decided to finance the SRH work plan for this year with direct cash advances after their Regional Director visited the Council, and made a physical assessment of the Council's Accounting Procedures.

This level of confidence placed in the Council signifies our capacity to be accountable and transparent to our funders.

X. Fundraising

The Council continues to benefit from a number of repeat Donors who have expressed their confidence in our programmes. One of these loyal supporters to our Bus Service is the Barbados Community Foundation, who has again donated the sum of \$12,500.00. The KIWANIS Silver Dollars was held once again; however the funds received will appear in the next year's financial report.

The major fundraising event for the Council was the Barbados International Fair. In an effort to share all the details of the entire effort, the following is a detailed report of the finances that occurred.

**BARBADOS INTERNATIONAL FAIR
Financial Report (AUGUST 28TH 2010)**

INCOME

Covenant	290,000.00
Donations	<u>16,259.84</u>
	306,259.84

BIF Fundraising Activities

Fair Donation	14,918.36
Tombola	1,990.00
International Beer	984.00
Drinks	2,495.31
BIF Sales	14,138.70
Tickets	17,687.14
Sponsorship	5,217.40
Magazine	4,526.09
Vendor	<u>15,178.19</u>
	<u>77,135.19</u>

Total BIF Income

Total Income **\$ 383,395.03**

EXPENDITURE

Administration	3,758.02	
Member Support	10,000.00	
Promotional Tours	<u>37,910.84</u>	
	51,668.86	
BIF Logistical Cost		
Vendor/refund	7,401.00	
Organizations refund	2,236.00	
Insurance	877.50	
Media Promotions	3,597.37	
Material/Items/Supplies	40,495.02	
By Design Consultants	<u>87,022.25</u>	
Total Expense for BIF	<u>141,629.14</u>	
Total Expense		<u>193,298.00</u>
Total Income		383,395.03
Total Expense		<u>193,298.00</u>
TOTAL NET PROFIT		<u>\$190,097.03</u>

The Barbados Council of the Disabled wishes to thank donors and supporters from the Private Sector, Service Clubs and International Agencies for their contributions. A special thank you to the Government of Barbados for continuing to fund the Secretariat; without your in-kind and financial support, much of our objectives and work with and for persons with disabilities would prove more challenging to undertake.

Boneta Phillips
Treasurer